DOCUMENT RESUME

ED 477 244 CE 084 967

AUTHOR	Burke, Lisa A., Ed.
TITLE	High-Impact Training Solutions: Top Issues Troubling Trainers.
ISBN	ISBN-1-56720-446-5
PUB DATE	2001-00-00
NOTE	189p.; Foreword by Dana Gaines Robinson.
AVAILABLE FROM	Greenwood Publishing Group (Quorum Books), Customer Service, 88 Post Road West, Westport, CT 06881-5007 ($69.95). Tel: 800-225-5800; Fax: 603-431-2214; e-mail: customer-service@greenwood.com; Web site: http://www.greenwood.com.
PUB TYPE	Books (010) -- Guides - Non-Classroom (055)
EDRS PRICE	Document Not Available From EDRS.
DESCRIPTORS	Adult Education; Educational Technology; Human Resources; Job Skills; *Job Training; Labor Force Development; Needs Assessment; *Performance Technology; *Staff Development; Strategic Planning; *Technological Advancement; Trainers; Training Methods; *Training Objectives; *Transfer of Training; Work Environment
IDENTIFIERS	*Trainer Role

ABSTRACT

Designed for front-line training professionals, this book addresses the most pressing issues in the training and development field (T&D). "Introduction" (Lisa A. Burke) discusses the importance of viewing training as a subsystem of human resources, training as a systematic process, and indicators of high impact training. "Strategic Training: Creating Advantage and Adding Value" (Joseph V. Wilson III) defines strategic training and examines how cutting-edge T&D professionals are using T&D as a solution to business and performance problems. "Needs Assessment: Analyzing Performance Issues and Determining Solutions" (Jennifer W. Guidry, Janice L. Simmons) examines how trainers can determine when training is really needed, when it is not the answer, and how to tell the difference. "Technological Advancements in Training Design, Delivery, Support, and Administration" (Larry A. Pace) discusses the distinct characteristics, advantages, and disadvantages of emerging delivery and support technologies and the situations in which they make the most sense to exploit. "Training Transfer: Ensuring Training Gets Used on the Job" (Lisa A. Burke) discusses factors that influence transfer and advances a simplified framework for tackling the transfer dilemma, one that identifies specific and practical actions that trainers, trainees, and managers can invoke to effectively increase the extent of training transfer. "Holistic Training and Development: Beyond Classroom Solutions" (L. Michael Wykes) examines the growing trend of focusing on performance solutions versus training programs instead of being program developers and instructors, training professionals are becoming performance engineers. "Raising the Bar: High-Impact Trainer Roles in the New Workplace" (Jennifer W. Guidry) discusses traditional trainer roles and how to execute them for maximum impact and introduces three new roles for trainers: change ambassador, internal marketer, and spiritual guide. "Final Observations" (Lisa A. Burke) elaborates upon practical applications. Appendixes include 73 print resources, 19 Internet sites, and index. (YLB)

Reproductions supplied by EDRS are the best that can be made
from the original document.

THIS
DOCUMENT
NOT
AVAILABLE
FROM

EDRS